

California, Colonel Bud Anderson. He dedicated so much to his community not just during the war but in all his efforts afterwards and leadership.

Colonel Anderson, as a triple ace, helped as a cornerstone to keep the war effort against Germany by escorting fighters and bombers in for the important bombing run to help turn the tide in World War II against the German effort to make war. So being able to honor him with so many of his friends and others showing up with P-51D Mustangs was a great, great tribute to him over the weekend. And this week as well he will be honored with the Congressional Gold Medal ceremony that will be taking place this Wednesday at 3 p.m. eastern time. I hope everybody will take that in.

#### THE URGENCY OF NOW: ADDRESSING REFORM, ACCOUNTABILITY, EQUALITY, AND DIVERSITY

The SPEAKER pro tempore. Under the Speaker's announced policy of January 6, 2015, the gentleman from New Jersey (Mr. PAYNE) is recognized for 30 minutes as the designee of the majority leader.

Mr. PAYNE. Madam Speaker, I am glad to be joined by my colleague and friend, the gentlewoman from Illinois, Ms. ROBIN KELLY. Thank you, Congresswoman KELLY, for joining me in coanchoring this Special Order hour tonight. Thank you also to the members of the Congressional Black Caucus and to all those watching from home.

Madam Speaker, last month, Freddie Gray, a 25-year-old man Baltimore man, died in police custody from a spinal cord injury. His death, ruled a homicide, has drawn ongoing national attention to the increasingly frayed relations between police and communities throughout the United States.

Tonight we come together as a caucus to address the urgent need to reform our criminal justice system and promote police accountability and also to talk about many different issues of diversity in our Nation.

Our Nation is at a crossroads. Failure to make meaningful reforms to our criminal justice system risks damaging relations between communities and police beyond repair. But real common-sense reforms that enhance transparency, advance public safety, eradicate discrimination, and instill trust can create a system that works for all Americans.

Currently, our law enforcement system and criminal justice system aren't working for African Americans and other minorities. As a result, a meaningful dialogue between law enforcement and the communities they are charged with protecting remains illusive.

Tonight we will speak to the urgent need to reform our criminal justice and police systems so that we can breathe new life into the American promise of full equality and justice for all.

With that, Madam Speaker, I yield to the gentlewoman from Illinois (Ms. KELLY).

Ms. KELLY of Illinois. I thank my friend from New Jersey for leading tonight's Special Order hour.

Madam Speaker, once again, the Congressional Black Caucus has the opportunity to discuss some of the many important issues and challenges facing our Nation right now. I strongly believe that our conversation here tonight is a critical discussion for the record as we continue the work of making our communities and country better. The urgency of now, addressing reform, accountability, equality, and diversity, that is quite a title, but what does it all mean in the context of our full discussion?

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America is celebrated for being a melting pot, but I like to say a tossed salad or a stew, because in a stew or salad you don't lose your identity, but you learn to live together in the same gravy or the same salad dressing. This Congress is, without a doubt, a true testament to the diverse people, personalities, and communities that make this great Nation so great.

But in these dynamic times, how can we ensure that our laws and policies are fully embracing our melting pot or our stew of a nation? How can we ensure that we make this great Union even more perfect? It starts with holding ourselves accountable in just a myriad of respects on the economic front, with respect to our justice system, in appreciating our diversity and inclusion for all Americans. I look forward to a fruitful conversation on this and thank my coanchor, Representative PAYNE.

I did want to acknowledge the Diversity Dinner that we had last week. These days we hear so much about the toxic partisan atmosphere in Congress, titles like "How Congress Became So Partisan" in The Washington Post to Nick Gass at Politico's piece, "This Graphic Shows How America's Partisan Divide Grew." The reports of Congress' hyperpartisanship are abundant. The reports point to the loss of camaraderie and friendship amongst colleagues across the aisle. This perception undoubtedly contributes to our dismal 15 percent approval rating.

Since my time as a State legislator in the Illinois statehouse, I have been hosting Diversity Dinners to grow friendships and nurture collegial working relations among legislators who may not otherwise interact. Tonight as we discuss equality and diversity, I want to reflect on what I see as encouraging in bridging differences and understanding in different communities.

Last week I hosted, along with other Members, my second annual congressional Diversity Dinner. Forty Members of Congress from both parties, including Members from both Republican and Democratic leadership, showed up and enjoyed a meal with their col-

leagues. During the dinner, we weren't Democrats or Republicans; we were colleagues with some great stories to share. At this year's dinner, I saw a microcosm of our Nation, a crowd made up of Members from coast to coast with truly diverse backgrounds coming together to enjoy each other's company.

If we can put aside our partisan blinders to break bread together, I am confident we can find ways to work together. That is what America wants and needs, and that type of leadership is the kind of leadership we deserve.

Today we have an opportunity to celebrate diversity and show that bipartisanship can thrive in Congress. In recent months we have seen the trust between political parties, law enforcement, and communities across the Nation spike. Now is the time for us to come together to address the reforms needed to rebuild this trust. Let's show the American people that we are a diverse body that won't let party lines divide us or define us.

Mr. PAYNE. I would like to thank the gentlewoman for her thoughtful comments.

Madam Speaker, it is true, we have come to a point in this Nation where one side has gone to one corner and the other side has gone to another corner not to meet in the middle to solve issues and problems. There was a time when this great body would compromise. You didn't get everything you wanted, and I didn't get everything I wanted. So that means we compromised and came to a decision.

The gentlewoman also makes a good point about working with Members on the other side of the aisle. The gentlewoman from Arizona, the Speaker pro tempore this evening, has become a great collaborator with myself on the Homeland Security Subcommittee which she chairs, and we have worked extensively together on legislation that we both support. We need more of that. We need more of that to happen. We need to take the time to hear each other, to listen, and to see where we don't agree on everything but there are common threads that we can build and bind together.

So with that, I am proud to see her sitting in that chair. I get to sit next to her in committee, so it puts me closer to the Speaker's chair, and I feel privileged for that.

Right now, I yield to the gentlewoman from Texas, the Honorable SHEILA JACKSON LEE. She is one of the most thoughtful Members of the United States House of Representatives. She hails from Houston, Texas, and she always has great words of wisdom, thoughts, and ideas on the issues that we face in this great Nation.

Ms. JACKSON LEE. Madam Speaker, I think by the spirit and the tone of this Special Order we can see that there is hope and a pathway for collaboration.

Let me thank Mr. PAYNE, who has evidenced those collaborative efforts

through his leadership on homeland security and successful leadership, passing any number of legislative initiatives in a bipartisan manner. I also am delighted to join Congresswoman ROBIN KELLY. And she is right. She had a very successful Diversity Dinner last week, and I am sure it outdid the one the year before, and there was a lot of cross-pollination, good feelings, and discussions about very important issues.

We found that America is a diverse nation, and we are happy when we have the ability to understand each other's cultures or understand the background that each of us have come from. Our own neighborhoods make us different, our own faith modes are different, our family members' mode is different, where we went to school. Yet in this place, the American people ask us, as both Mr. PAYNE and Ms. KELLY are saying today, to walk a pathway of bipartisanship, but really towards success. So allow me just briefly to comment on one or two points regarding diversity.

I would highlight that one of the areas is where I formerly served as a member of the Science, Space, and Technology Committee. In years past, we have gathered around science, technology, engineering, and math, and we have gathered around transportation infrastructure. I hope in our words tonight that we will find a way to forge a way forward for transportation infrastructure, because every one of us needs not only good roads, highways, and dams, but we need good public transportation, as evidenced by the heinous and unacceptable tragedy last week with Amtrak.

I might add that I am a space chauvinist, a NASA supporter. Many centers are around the Nation. It is a job creator, as is infrastructure, and I would hope that we would write a bill and have Republicans and Democrats support the value of human space exploration. What a pathway for bipartisanship. We haven't gone that way, Madam Speaker, but I am hoping that the words we offer tonight will see us do that.

Let me focus on my last point and indicate that we have a moment, a significant moment in history. This is a great cause, and that cause is to find a pathway for criminal justice reform. Yesterday marked the 61st anniversary of the landmark decision in *Brown v. Board of Education*, a decision that overruled the separate but equal doctrine of *Plessy v. Ferguson* and gave needed momentum for the fight for reform, equality, and diversity in our Nation's schools and, I would say, society at large.

Many communities are waiting for that kind of evenhandedness in justice in the criminal justice system. This does not mean that we throw targets at our friends in law enforcement. It means that we find ways for there to be an acceptance that we all can stand improvement, correction, enhancement, educational opportunities, tactics, and training. There is no shame to any of that.

As I stood with our officers and families who were on the grounds of the Capitol on May 15, as I joined them for the police memorial for those who had fallen in duty, there were faces from all backgrounds, and we were singularly noting the tragedy of lost officers. At the same time as we mourn those officers, we know that there are officers who will look to work with us as we move this criminal justice system along.

I would just like to acknowledge that as we do so, we can find bipartisanship, because the cost of incarceration, for example, is almost prohibitive. Madam Speaker, \$75 billion is spent on local, State, and Federal incarceration. We have the largest percentage, 2 million people, incarcerated across America.

We can do better, and part of that is expanding community-oriented policing, building trust, a bill that I introduced, H.R. 59, that would create a pathway for ensuring that communities feel that they are being protected but not feel differently that they are being, if you will, put in a certain category to be utilized as a basis for revenue raising in our communities.

Then we heard FBI Director Comey, and I agree with him. The science of doing a better job is data and statistics. So I introduced the CADET bill, Collection and Analysis of Data to Educate and Train Law Enforcement Officers. What it simply means is give them the numbers, the statistics, to know how they can do a better job at planning, going forward, how they police. Let there be information for us to be able to design the right kind of policing tactics that work for law enforcement and for the community. It is right out of the FBI Director's playbook. He said that we are operating without data, without statistics, and, frankly, that is not what we should be doing.

Tomorrow we will be holding a hearing on the issue of police accountability and gaining the facts in the Judiciary Committee, but there is much more for us to do. For example, what are the educational requirements? What are the various resources used for mental health? And psychological needs and training and nonviolent conflict resolution received by police forces, police officers, the feasibility and emphasis of making greater use of the technological devices, such as body cameras. But I want more technology, laptops. Many law enforcement have laptops. We might need to move to iPads to be able to give them quicker response times and quicker support systems, to be able to ensure that we have the right tools to work together.

And yes, you cannot breathe life into the reform of a criminal justice system if you do not have a component dealing with our youth, so I have introduced, of course, the Juvenile Accountability Block Grant Reauthorization bill and the antibullying Bullying Prevention and Intervention Act to be able to address a sort of a cause and a release for our young people. Madam Speaker, I

would offer to say that there is much work that we can do. We will be looking at the legislation that many people have passed.

I want to conclude on this note, to simply acknowledge the ranking member, JOHN CONYERS, on the Judiciary Committee that wants to join together with me to embrace the legislative initiatives of our Members to get the right kind of omnibus bill going forward for the American public to see criminal justice reform. I want to thank my colleagues for allowing me these comments and, as well, the bipartisan approach that you have taken.

Madam Speaker, yesterday marked the 61st anniversary of the landmark decision in *Brown v. Board of Education*, the decision that overruled the "separate but equal doctrine" of *Plessy v. Ferguson* and gave needed momentum to the fight for reform, equality, and diversity in our nation's schools and society at large.

Although much progress has been made in narrowing the gap between the nation's founding ideals and the objective reality, recent events demonstrate that we still have a ways to go before the dream of the Rev. Dr. Martin Luther King, Jr. is realized in the areas of criminal justice reform, economic opportunity, and workplace diversity.

#### CRIMINAL JUSTICE REFORM

Madam Speaker, the problems revealed by several of the more notorious incidents involving the use of lethal force against unarmed citizens that have captured the attention of the nation over the past several months require a national response because the problems identified are not isolated or limited to one region of the country.

For example, the death of 43 year-old Eric Garner resulting from the application of a NYPD police chokehold occurred in the Northeast and the death of 18 year-old Michael Brown and the resulting events in Ferguson occurred in the border state of Missouri.

The killing of 12 year-old Tamir Rice by a Cleveland police officer occurred in the Midwest and death of unarmed 26 year-old Jordan Baker by an off-duty Houston police officer occurred in Texas.

In Phoenix, Arizona, Romain Brisbon, an unarmed black father of four, was shot to death when a police officer allegedly mistook his bottle of pills for a gun.

In Pasadena, California 19 year-old Kendrec McDade was chased and shot seven times by two police officers after a 911 caller falsely reported he had been robbed at gunpoint by two black men, neither of whom in fact was armed.

And, of course, on April 4, the conscience of the nation was shocked by the horrifying killing of 50 year-old Walter Scott by a North Charleston police officer in the southern state of South Carolina.

Madam Speaker, while the problem is national in scope, it appears to affect disproportionately and adversely a particular demographic group: African American males.

Because all lives matter in our great nation, it is imperative that we in Congress act swiftly and decisively to focus much needed attention and resources on legislative proposals intended to address the problem of misuse of

lethal force by law enforcement and to rebuild the public trust and confidence needed to ensure that law enforcement receive and maintain the support of the communities they serve and protect.

As Ranking Member of the Judiciary Committee's Subcommittee on Crime, Terrorism, Homeland Security, and Investigations, I note that there are several promising legislative criminal justice reform initiatives that have been introduced and are worthy of consideration.

Among them are H.R. 59, the "Build TRUST in Municipal Law Enforcement Act of 2015" (Rept. JACKSON LEE); H.R. 1459, the Democracy Restoration Act of 2015 (Rep. CONYERS); H.R. 1810, the "Collection and Analysis of Data to Educate and Train Law Enforcement Officers" ("CADET Act"); H.R. 920, the "Smarter Sentencing Act of 2015" (Rept. LABRADOR); and S. 675, the "Record Expungement Designed to Enhance Employment Act of 2015" (REDEEM Act) (Sens. PAUL and BOOKER).

Madam Speaker, earlier this year FBI Director James Comey delivered a remarkable speech at Georgetown University in which he laid out several hard truths about the administration of the criminal justice system and state of community policing in our country.

One of the hardest truths discussed by Director Comey is the fact we have limited information and inadequate data regarding the scope and extent of the problems endemic in the criminal justice system.

This lack of information hampers the ability of policymakers and administrators at the federal, state, and local level to identify and implement laws, policies, and practices to remedy identified problems.

The Judiciary Committee should immediately conduct hearings to educate the Congress and the public on the nature and extent of deficiencies in the nation's criminal justice systems and the efficacy of proposed solutions.

Specifically, hearings should be held to investigate practices and policies governing: 1. the use of lethal force by state and local police departments; 2. educational requirements, mental health and psychological evaluations, and training in non-violent conflict resolution received by veteran law enforcement officers and new recruits; and 3. the feasibility and efficacy of making greater use of technological devices such as body cameras.

A fourth area to be explored is the state of the social science research in the academic study of criminal justice reform because there is much the Committee can learn by engaging leading experts in the field regarding the state of knowledge in their respective disciplines.

Madam Speaker, reforming the criminal justice system so that it dispenses justice impartially and equally to all persons is one of the most important challenges facing this Congress.

And it is a goal that can be achieved if we work together in a spirit of goodwill and bipartisan cooperation.

There are few things we can do that will provide a greater service to our nation.

#### JOBS AND ECONOMIC OPPORTUNITY

Madam Speaker, the current unemployment rate for African Americans is 9.6%, this is nearly twice of the 4.7% unemployment rate of white Americans.

African American children between the age of 16 and 19 have an unemployment rate of

27.5% whereas the unemployment rate for white teenagers of the same age is 14.5%.

The median African American (34,600) household income is nearly 24,000 less than the median income for White Americans' household.

African Americans are almost 3 times more likely to live in poverty than white Americans.

Madam Speaker, although the unemployment rate has decreased over the past year, a significant race-gap still remains.

#### WORKPLACE DIVERSITY

Workplace diversity is critical to an organization's success and competitiveness.

Workplace Diversity allows for an increased adaptability, broader service range, a variety of viewpoints, and more effective execution.

Madam Speaker, with an increasingly global economy, the workforce has become more diverse, and an organizations success depends on its ability to manage diversity.

That is why, for example, introduced an amendment that was adopted by the House to H.R. 4899, the "Lowering Gasoline Prices to Fuel an America that Works Act of 2014," to include legislation establishing an Interior Department Office of Energy Employment and Training charged with working with minority-serving educational institutions and other to expand the numbers and diversity of persons from across the voluntary with the skills and qualifications needed to take advantage of the exciting and rewarding opportunities that American energy industry has to offer and to keep America the world leaders in emerging energy technologies.

I also introduced H.R. 70, the "Deficit Reduction, Job Creation, and Energy Security Act," that requires the Secretary to establish an office of Energy Employment and Training and an Office of Minority and Women Inclusion responsible for all matters of the Department of the Interior relating to diversity in management, employment, and business activities.

I also introduced, and the House adopted, an amendment to H.R. 4923, "Energy and Water Development and Related Agencies Appropriations Act for FY 2015," that increased funding for the Office of Economic Impact and Diversity by \$500,000 to provide grants to Minority Serving Institutions to expand STEM programs and opportunities.

Mr. PAYNE. I really appreciate the always thoughtful and timely remarks by the gentlewoman from Texas.

Madam Speaker, at this time I yield to the gentleman from Texas (Mr. SESSIONS), a gentleman who has served this House with distinction. He served with my father, and now I have the great opportunity to work with him.

Mr. SESSIONS. Madam Speaker, I want to thank the gentleman from New Jersey. In fact, he did refer to the relationship that I had with DON PAYNE, a young Congressman from New Jersey who, in fact, engaged me as a new Member in the Caribbean Caucus. During that period of time that I engaged with the Congressman's father, we tried to pay attention to the Caribbean, as some would say, a gateway to the United States of America, but a land of a number of islands of people who are not only most accommodating to the United States of America, but really thoughtful in ingenuity involved in the people of the Caribbean.

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I found through the relationship that I had with then-Congressman PAYNE, as he was co-chairman of the Caribbean Caucus, I learned the things that he tried to teach me about not only people, but about a relationship with the United States of America.

I do miss Don. I want to thank the gentleman for not only knowing that, but acknowledging that. I want to thank the gentleman for yielding time to me to file the rule.

I thank the gentleman.

Mr. PAYNE. I would like to thank the gentleman from Texas who, as I said, has had a distinguished career to this point and will continue to show great leadership in this House of Representatives, and I thank him for his friendship.

#### GENERAL LEAVE

Mr. PAYNE. Madam Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to revise and extend their remarks and to include extraneous material on the subject of my Special Order tonight.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from New Jersey?

There was no objection.

Mr. PAYNE. Madam Speaker, we heard a common thread about diversity. At the bottom of the Statue of Liberty, there are words on it and it says: "Give me your tired, your poor, your huddled masses yearning to breathe free."

That has allowed many diverse people come here and look for the freedom that this Nation can extend to you and prosper. We need to continue that great tradition.

I hear a lot these days about the borders and eliminating pathways to come here, and that has not been our tradition, so I do not believe, at this point in time in this Nation's history, that we should talk that way, or else, we should remove those words from the bottom of Lady Liberty.

Equality and diversity is the center of criminal justice concerns. The inequality force is distrust which erodes relationships between police and communities. Baltimore and other police-related tragedies over the past year speak to the broader challenges.

Unfortunately, racial discrimination persists throughout our Nation, undercutting the gains of African Americans in their communities.

As we work to reform our criminal justice system, we must also work in support of equality in all context. This is the only way to fully meet the needs of our communities.

As a caucus, the Congressional Black Caucus is committed to ensuring that the increasing diversity of the Nation is reflected in American business. To that end, we will make sure that American businesses receive the government contracts and tax preferences and taking concrete steps to improve diversity in efforts at all levels.

Diversity in the workforce means diversity in all sectors, including technology industries where there is a lack of African Americans. We need to engage the tech center in increasing African American representation and inclusion in the industry.

The American promise that we all are created equal must guide our efforts at all levels, from policing in our communities, to expanding opportunities for minorities in the workforce.

Madam Speaker, there has to be balance in everything. We see the issues that towns such as Ferguson and Baltimore and Long Island, New York, have suffered with the tragedies of losing people in those communities, but we also know that police organizations have a difficult job, and they are trained to protect and serve. We must make sure that that is the goal, to protect and serve.

Unfortunately, at times, we find circumstances or situations where they are in a position where they are not protecting and serving, but more like an occupying force. That is not what we need from our law enforcement officers.

We need for them to engage in the community and understand what is going on in that community and have a good enough relationship that, when and if there is a circumstance where they need information, that the community feels comfortable enough to go to them with the information they need in order to serve the issue.

There is good and bad in everyone, Madam Speaker. There are good public servants and bad public servants; there are good teachers and bad teachers; there are good speakers and bad speakers, poor speakers, but, when it comes to law enforcement, we need to have them serve the community.

I stand here to say I thank them for the difficult task that they have every single day, to go into the community, and their families say good-bye to them and hope they return from that shift that evening. I don't take it lightly.

There is enough responsibility on all sides, from law enforcement and from the community, that has a responsibility to law enforcement, but we need to continue to strive to make this a more perfect union.

Madam Speaker, I yield to the gentlewoman from Illinois (Ms. KELLY).

Ms. KELLY of Illinois. Thank you, Congressman PAYNE. I did want to say to Madam Speaker, I appreciate you participating in the Diversity Dinners last week. I can't have Congressman PAYNE have a one-up on me, so thank you so much. I really appreciate it.

As we continue our conversation on accountability, equality, and diversity, I would like to offer some statistics on our economy 50 years ago and today with respect to the African American community and women.

In 1965, African American jobseekers could be denied employment based on the color of their skin; and, when they

could find jobs, they were disproportionately paid less than White males in the same position. In fact, in 1965, the Black unemployment rate was 8.1 percent, almost twice the national unemployment rate which stood at 4.5 percent.

Fifty years later, we have made great strides, and our Nation's workforce is more diverse than ever, but we have much more work to do. Today, at 10.4 percent, the Black unemployment rate is still almost double the national unemployment rate of 5.6 percent. While it is significantly smaller, there is still a racial wage gap.

The median African American household has less than two-thirds the income of the average White median household. In the past year, we have seen the greatest economic growth in decades. More and more women have been able to enter the workforce, reducing the employment rate among women to a 6-year low.

Unfortunately, Black women have yet to reap the benefits of the economic rebound. In fact, while the overall unemployment rate for women declined, the Black female unemployment rate has increased over the past 2 months. According to a recent analysis by the National Women's Law Center, the Black women's unemployment rate is more than twice the unemployment rate of White women.

Despite having comparable levels of education, Black women have had the highest unemployment rate of any other group. A possible factor in the stubborn unemployment rate for Black women is that we are disproportionately employed in the public sector, which is experiencing a much slower recovery than the private sector.

NWLC said the stagnant job situation for Black women is a "red flag" in the employment landscape and urged lawmakers to act to promote a stronger, more widely shared recovery. I couldn't agree more.

We need to invest more in job training and retraining programs that help Black women adapt to the changing workforce and prepare for the careers of tomorrow. We must work to promote diversity in hiring and encourage employers to model their workforces on the communities in which they operate.

As we look for ways to help increase diversity in the workplace and help women succeed, we must be mindful of the unique challenges Black women face and develop targeted policies that help level the playing field for all women.

These facts I have just covered point to the systemic problems. We need to address them today. It should be our mission today to see to it that in 50 years, when lawmakers stand here, they will proudly be touting the progress our Nation has made because all Americans are paid equally and no is discriminated against in the workplace.

As chair of the Congressional Black Caucus Health Braintrust, I am work-

ing to address our Nation's health equity gap by exploring legislative and policy initiatives to reduce minority health disparities and promote better health outcomes for all Americans.

With respect to the African American community, the health disparity gap is particularly wide as Blacks have high rates of many adverse health conditions. Across the medical spectrum—from cancer to diabetes, from hypertension to stroke—Blacks are overrepresented and often undertreated.

A major barrier to African Americans getting the medical care they need is the lack of African American doctors in their communities. Studies show that African Americans are more comfortable seeking treatment from doctors who look like them and are much more likely to adhere to courses of treatment prescribed by Black doctors; yet, while African Americans comprise 13 percent of the U.S. population, we represent only 4 percent of the physician workforce, according to the Association of American Medical Colleges' 2014 diversity in the physician workforce report.

The infamous Tuskegee study fostered an enduring legacy of mistrust of the medical establishment in the African American community that makes diversity in medicine vital to closing the health disparities gap.

In order to achieve health equity, we must work to create a physician workforce that reflects our Nation. One key way to do that is to encourage more African Americans to pursue education and training in science, technology, engineering, and math. Congress must do more to support investments in STEM education and to create avenues of access for African American students to enter the STEM fields.

In my district, I launched the Second Congressional District STEM Academy to expose students to STEM fields in hopes of encouraging them to pursue STEM-related careers.

Also, a STEM workforce made up of diverse ranks is crucial to future innovation. To help in that mission, folks across the country and in Silicon Valley have taken note. I know Facebook has sought to change the face of innovation through efforts like their Facebook Academy and Facebook University, which target high school and college students from underrepresented groups.

Similar to my STEM Academy, it is good to see them making an effort to build a pipeline and introduce women and people of color to jobs in STEM—which, of course, could be IT, engineering—and hopefully, more young people decide to become doctors, and they can work in African American communities or underserved communities.

A medical student population that reflects our country's population will create a pipeline of diverse doctors to our communities which will, in turn, put all Americans on track to live a healthier life.

I turn back to my colleague from New Jersey, Congressman DONALD PAYNE.

Mr. PAYNE. Thank you, Ms. KELLY. We appreciate your comments.

In closing, I would like to thank you for cohosting the Special Order on criminal justice reform, accountability, and diversity. It is through these Special Orders that we are able to speak directly to our constituents about the valuable work the Congressional Black Caucus does to reduce injustice and promote equality for all African American communities.

Our criminal justice and police systems are in a state of crisis. Too often, under these systems, Black lives are treated as though they don't matter. We saw this last month, when Baltimore's Freddie Gray died in police custody from a brutal spine injury. Such tragedies erode trust between our communities and the police.

This problem is compounded by a wide range of factors, from disturbing gaps in incarceration rates to racial disparities in sentencing. We need a system that holds criminals accountable and protects law enforcement while, at the same time, ensuring the safety and equal treatment of all communities.

This includes implementing police body cameras in order to promote transparency and accountability while deterring wrongdoing.

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At the same time, we need to make sure that law enforcement officers don't resort to discriminatory policing practices.

It is undeniable that racial profiling remains an ongoing crisis in our Nation. There is a clear and growing need to ensure a robust and comprehensive Federal commitment to ending racial profiling by law enforcement agencies. The End Racial Profiling Act, which I proudly support, would do just that. It was constructed after a law in New Jersey, authored by my uncle, Assemblyman William Payne. It was the first racial profiling law passed in the United States, a law of which I am very proud. I took that idea and brought it Federal.

Of course, real accountability means that we will, at times, need independent investigations of police-related deaths. We are glad to see, finally, Attorney General Lynch launch an investigation into the Baltimore Police Department, with the stated goal of assisting police departments across the country in developing their practices. In less than 1 month on the job, Attorney General Lynch is already making a difference, and we thank her for that.

As we reflect on the dire need for the reform of our criminal justice system, we need to advance the cause of equality in all contexts. This means expanding diversity in the workforce, in health, and in all aspects of life—from the mailroom to the boardroom, from

the manufacturing industry to the technology sector. Many of these challenges we face today are great, but as a caucus, we remain committed to solving them.

Ms. EDDIE BERNICE JOHNSON of Texas. Madam Speaker, I rise today along with my colleagues of the Congressional Black Caucus, in support of today's Special Order Hour: "The Urgency of Now: Addressing Reform, Accountability, Equality and Diversity." As the conscience of the Congress since 1971, these issues are of paramount importance to the Congressional Black Caucus in the 114th Congress.

There is a crisis in America—one that centers on criminal justice reform and law enforcement accountability. Just over a month ago, Freddie Gray lost his life at the hands of the police in a city plagued by a weak economy, high levels of crime, and a lack of good-paying jobs. While Baltimore is a city with a unique set of issues, its problems are common to many of America's inner cities. The pressure to address, not only the police accountability and criminal justice issues, but the context in which those issues arise, grows exponentially with each new tragedy.

As we watch American cities battered, bruised and burned during demonstrative outcries against injustice, I am reminded of the words of Dr. Martin Luther King Jr. "We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history, there "is" such a thing as being too late. This is no time for apathy or complacency. This is a time for vigorous and positive action." These words are just as true today as they were when Dr. King delivered them at the 1963 March on Washington.

Far too often, unarmed African American men die at the hands at police officers with little or no accountability. This reinforces the painful narrative that black life is not valued in this country. It is sad, yet very telling, that Americans celebrated when state officials announced that criminal charges were being brought against the Baltimore police involved in Freddie Gray's death. For too long, African-American communities nationwide felt as if no one could hear its cry. But the cries are not just the result of pain caused by police brutality. They are the result of a nation divided: one that grants access to quality healthcare to some, while denying it for others; one that provides economic security for a privileged few, while denying opportunities to the poor and the middle class; one that seeks justice for the unwarranted taking of a human life; while ignoring the rising death toll of American youth at the hands of police officers.

We cannot view the situations in Baltimore and Ferguson as limited incidents; instead, we have to look at the toxic environments that birthed these situations of unrest. If we do not comprehensively address the systemic issues that plague cities like Baltimore, relations between the people and its government will only grow worse. It is time that we honor the sacred truth of this nation—that all men are created equal, and demand equal justice. As we strive to become a more perfected union, it is imperative that the commitments of the American system be applied to African-Americans, just as it is to every other American. Madam Speaker, the urgency of addressing these issues has reached its pinnacle. Congress

must act. We must act swiftly, and we must act now.

Mr. PAYNE. Madam Speaker, I yield back the balance of my time.

REPORT ON RESOLUTION PROVIDING FOR CONSIDERATION OF H.R. 1806, AMERICA COMPETES REAUTHORIZATION ACT OF 2015; PROVIDING FOR CONSIDERATION OF H.R. 2250, LEGISLATIVE BRANCH APPROPRIATIONS ACT, 2016; AND PROVIDING FOR CONSIDERATION OF H.R. 2353, HIGHWAY AND TRANSPORTATION FUNDING ACT OF 2015

Mr. SESSIONS (during the Special Order of Mr. PAYNE) from the Committee on Rules, submitted a privileged report (Rept. No. 114-120) on the resolution (H. Res. 271) providing for consideration of the bill (H.R. 1806) to provide for technological innovation through the prioritization of Federal investment in basic research, fundamental scientific discovery, and development to improve the competitiveness of the United States, and for other purposes; providing for consideration of the bill (H.R. 2250) making appropriations for the Legislative Branch for the fiscal year ending September 30, 2016, and for other purposes; and providing for consideration of the bill (H.R. 2353) to provide an extension of Federal-aid highway, highway safety, motor carrier safety, transit, and other programs funded out of the Highway Trust Fund, and for other purposes, which was referred to the House Calendar and ordered to be printed.

THE PRESIDENT'S 2016 BUDGET REQUEST AND ENERGY POLICY FOR THE UNITED STATES

The SPEAKER pro tempore. Under the Speaker's announced policy of January 6, 2015, the gentleman from Louisiana (Mr. GRAVES) is recognized for 60 minutes as the designee of the majority leader.

Mr. GRAVES of Louisiana. Madam Speaker, I thank the House for the opportunity to talk this evening about the 2016 President's budget request and energy policy in this Nation.

Madam Speaker, there are a number of energy programs in this Nation whereby public lands resources are leased and energy is produced on public lands and in the offshore waters of this Nation.

As you can see here, this is a table that explains some of the different programs that are out there today.

Onshore, on Federal lands, when you produce Federal resources—or energy resources—like oil, gas, coal, and other resources, you can see that 50 percent of the funds from that energy production on Federal lands goes to the Federal Government and that 50 percent goes to the States under the Mineral Leasing Act. There are no constraints whatsoever in regard to how those